



# INDIANA HARBOR BELT RAILROAD COMPANY

2721 - 161ST STREET, HAMMOND, IN 46323-1099

C. H. ALLEN  
GENERAL MANAGER

HAMMOND  
(219) 989-4703  
FAX (219) 989-4707

May 7, 1997

## Side Letter #3 (Crew Consist)

Mr. P.D. Drennan  
General Chairman, UTU(y)  
P.O. Box 3162  
Lisle, Illinois 60532-3162

Dear Mr. Drennan:

This will confirm our understanding reached during our negotiations of the June 1, 1997 Agreement (Crew Consist), that operable portable radios shall be furnished to each member of Reduced Crew(s) and/or Foreman Only Crew(s) while on duty. Such radios shall not exceed three pounds in weight and shall be equipped with a suitable holder which shall firmly hold the radio close to the body or shall be of such size as to permit being placed in coat and trouser pocket. Yardman/Yardmen shall not be held responsible for accidents caused by failure of radio equipment to properly function. Sufficient frequency channels shall be utilized to provide safe communication.

Except in an emergency, Reduced Crew(s) and/or Foreman Only crew(s) shall not be required to start switching or perform transfer service without operable portable radios for each Yardman on the train crew. Such crew(s) shall not be required to start switching or perform transfer service not having an operable radio on the control unit of the locomotive consist, nor shall they be censured or disciplined in any manner for refusing to do so.

This understanding shall be incorporated into and is made a part of this Agreement to the same extent as if included therein.

Please indicate your agreement by signing your name in the space provided below.

Very truly yours,

C.H. Allen  
General Manager

I agree:

P.D. Drennan, General Chairman, UTU(y)